



A MONTHLY JOURNAL
FOR IOWA EDUCATORS

School Leader Update

October 2011

THE FUTURE OF SCIENCE

Iowa is on the front lines for developing new science education standards for states.

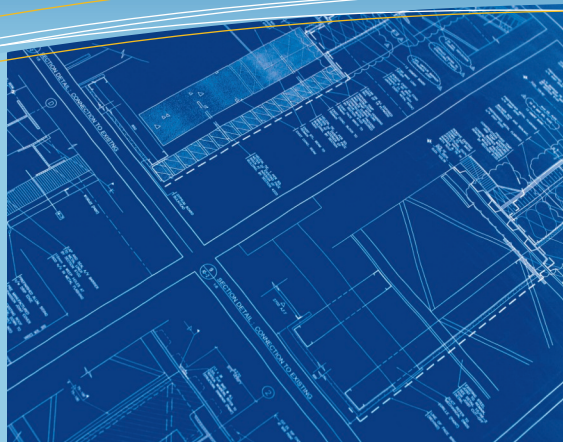
American students continue to lag internationally in science education, making them less competitive for jobs.

To help offset that, Iowa and 19 other states will help lead the development of Next Generation Science Standards, which will define the content and practices students will need to learn from kindergarten through high school graduation. The standards process is being managed by Achieve, a nonprofit education reform organization.

States will have the choice on whether to adopt the new science standards.

Visit the Next Generation Science Standards website for more information:

www.nextgenscience.org.



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Educators are at the heart of blueprint

October marks a milestone of a month for education in Iowa. We kicked it off with the release of the Branstad-Reynolds administration's education blueprint, "One Unshakable Vision: World-Class Schools for Iowa."

The document represents a long-term policy direction to transform Iowa's good schools into great schools. It also marks an urgent call to action: We must make sure students are ready for an increasingly competitive global marketplace. It's important to set high expectations now so that students can meet employer demands later. By the time they leave our schools, our young people need a good grasp of core subjects and to think creatively and critically.



Jason Glass, Director

Although the blueprint is comprehensive, teachers and school leaders are at the heart of it. Nothing at school matters more than great educators. Please know that I will continue to listen to your ideas as these draft recommendations crystallize into a proposal to Iowa lawmakers. The blueprint will remain on the Iowa Department of Education's web site, where you'll also find an online feedback form.

Please also take time to ask questions during a set of online live chats that Linda Fandel, special assistant for education in the Branstad-Reynolds administration, and I have scheduled for Oct. 4 and 12. The department's homepage has details about how to participate. Thank you for your leadership and commitment to Iowa's children and to the future of this state.

Iowa Code: Student curriculum plan is required



Iowa law requires students be involved in a Student Curriculum Plan beginning in eighth grade. Students who work through the “Guideways” section of the I Have A Plan Iowa™ (IHAPI) website (www.ihaveaplaniowa.gov) will complete these requirements and the system will make a report directly to the Iowa Department of Education. Schools may report IEP students who work their Student Curriculum Plan through alternative methods by filling out the form found at <http://tiny.cc/fy526>.

Schools working through a different program or on the IHAPI site, but not within the Guideways section, should refer to the department website for reporting information — <http://tiny.cc/fy526>. The final report is forwarded to the department’s school improvement consultants for use during site visits and to the AEA for work with districts. Districts that appear to need help in completing the process with all students will be contacted by the department to schedule consultation.

Iowa College Aid provides the funding and support for I Have A Plan Iowa™. It has training specialists who lead regional trainings and will come to the school to train administrators, counselors, and teachers to assist students. Visit <http://bit.ly/pbtibe> or call 877-272-4456 to contact the trainer assigned to your school. See the department’s website for Frequently Asked Questions <http://tiny.cc/zflxr> and other guidance <http://tiny.cc/mw3w7>. For technical assistance with the I Have A Plan Iowa™ website, contact Iowa College Aid at info@iowacollegeaid.gov or 877-272-4456 or 515-725-3400. For other questions about reporting or other compliance issues, contact the department consultant, Sandra Dop, at sandra.dop@iowa.gov or 515-281-0127. For special education questions not included in the FAQs, contact Barb Guy at barbara.guy@iowa.gov or 515-281-5265.

Drop-out prevention funding

The application to request Modified Allowable Growth for Dropout Prevention funding opens in November; it is due Dec. 15 by 5 p.m.

The Iowa Department of Education (DE) will set up conference calls to give an overview of each form, including the requirements, and to answer questions.

Multiple sessions tentatively will be scheduled during the weeks of Nov. 14-18, Nov. 28-30, and Dec. 6-9.

To participate, go to the DE website at <http://educateiowa.gov> and click on the “Calendar” tab.

Find the day and time that works for you and click on that link, which will take you to the online registration form.



Bureau of Accreditation and Improvement Services

Below please find a list of the Iowa Department of Education consultant assignments. If you have questions, please contact: Del Hoover, Deputy Administrator, Bureau of Accreditation and Improvement Services, del.hoover@iowa.gov, 515-281-8402.

Consultant	Contact Information	Assignments
Holly Barnes	holly.barnes@iowa.gov 515-242-6173	<ul style="list-style-type: none"> Monitors and provides technical assistance for AEAs 1 and 9 Annual Progress Report (APR) Assistance
Janet Boyd	janet.boyd@iowa.gov 515-281-3198	<ul style="list-style-type: none"> Monitors and provides technical assistance for Green Hills AEA Charter school monitoring Document Review Checklist Web-based non-compliance Chapter 12 Matrix
Barb Byrd	barb.byrd@iowa.gov 515-281-5001 – Des Moines Office 800-382-8970 – Burlington Office 515-250-4724 - cell	<ul style="list-style-type: none"> Monitors and provides technical assistance for Great Prairie AEA Whole-grade sharing contact Feasibilities Studies Coordinator
Elizabeth Calhoun	elizabeth.calhoun@iowa.gov 515-281-8170	<ul style="list-style-type: none"> Monitors and provides technical assistance for NW AEA Competent Private Instruction (CPI, i.e., home schooling) contact Site Visit Team Coordinator
Margaret Jensen Connet	margaret.jensenconnet@iowa.gov 515-281-3769	<ul style="list-style-type: none"> Monitors and provides Equity/MCGF technical assistance Coordinates LEA/AEA focused equity site visits Assists with community college focused equity site visits
Bethany Happe	beth.happe@iowa.gov 515-281-3427	<ul style="list-style-type: none"> Monitors and provides technical assistance for AEA 11 Exempt Schools Assistance Non-public School Accreditation Specially Accredited Schools
Eric Heitz	eric.heitz@iowa.gov 515-281-4726	<ul style="list-style-type: none"> Monitors and provides technical assistance for AEA 267 Open Enrollment
Fred Kinne	fred.kinne@iowa.gov 515-281-6293	<ul style="list-style-type: none"> Monitors and provides technical assistance for AEA 10 Senior Year Plus AEA Accreditation AEA Reorganization AEA Technical Assistance
Cynthia Butler	cindy.butler@iowa.gov 515-281-5332	<ul style="list-style-type: none"> Monitors and provides technical assistance for AEA 8 Comprehensive School Improvement (CSIP) Assistance
Isaiah McGee	isaiah.mcgee@iowa.gov 515-725-2866sw	<ul style="list-style-type: none"> Monitors and provides Equity/MCGF technical assistance Coordinates LEA/AEA focused equity site visits Assists with Community College focused equity site visits Achievement Gap

Do you have an outstanding American history teacher?

Do you know an outstanding middle/high school teacher passionate about teaching American history? Full-time educators who teach American history may apply for the Gilder Lehrman Institute Preserve America History Teacher of the Year award.

Winners of the The National History Teacher of the Year Award earn \$10,000. The national winner is chosen from outstanding teachers in each state, district and U.S. territory. State winners receive \$1,000 and an archive of books and other resources for their schools. The award is sponsored by the Gilder Lehrman Institute, Preserve America, and The History Channel. Nominations can be made by students, parents, colleagues, supervisors or other education professionals familiar with the teacher's work. Candidates must have at least three years of experience teaching American history and plan to teach for at least one year following the award year. Middle and high school teachers will be considered for the **2012** award. Nominations are due by Feb. 1. (Elementary teachers will be considered for the **2013** award.) All nominations must be submitted on the Gilder Lehrman web-site: www.gilderlehrman.org/nhtoy. For more information, contact cheryl.mullenbach@iowa.gov.



Do you have a top-notch school counselor?



The Iowa School Counselor Association (ISCA) is seeking nominations for Counselor of the Year.

Each year, ISCA recognizes counselors at four levels: Elementary, middle school/junior high, high school, and multi-level. Counselors are typically nominated by their peers or administrators. If you work with a counselor you feel is deserving of this recognition, nominate him/her for this honor.

To nominate, write a letter of recommendation that includes a statement describing the program, activity, and/or contribution that demonstrates the individual's qualifications for this award.

Also include the award category (elementary, middle school/junior high, high school, or multi-level). For more information, go to www.iowaschoolcounselors.org and then to "Awards and Grants" listed on the homepage. All nominees must be ISCA members as of Oct. 1.

Mail nominations to Sue Farran, Prairie Point Middle School and 9th Grade Academy, 401 76th Ave. SW, Cedar Rapids 52404

Data & Reporting

Web portal assists students with transfers

Iowa's regent universities and community colleges have joined to create a web portal dedicated to assisting students with the transfer process. The site serves as a one-stop resource for students planning their future. The url for the site is www.transferiniowa.org.

The website contains resources helpful in educational planning, as well as information for students to discuss with their counselors or advisors.

The top question transfer students ask is: How will my credits transfer? Students can learn about how their community college courses transfer to each of the three state public universities at the website, which explains statewide articulation agreements and individual program-to-program articulation agreements by community college. These resources are useful for students planning to transfer as well as counselors and advisors. In addition to online resources, it's always a good idea for students to discuss their plans with both a community college and university counselor or advisor. Contact information for the office or person responsible for transfer and articulation at each postsecondary institution is available on the site.

School districts should communicate information about the articulation website to all elementary and secondary school students potentially interested in attending a community college or regent university.

Do you have new special education teachers?

Get them signed up for the Iowa Department of Education's Each and Every Child, a concise monthly newsletter that focuses on enhancing communication between the educator and parent. The newsletter takes a sympathetic approach to both sides – the teacher and parent – understanding that in order to maximize educational success for children with special needs, top-drawer communication must be front and center. Sign them up today by emailing jim.flansburg@iowa.gov.

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Volume 1, Issue 7

Each and Every Child

Quick news for Parents, Teachers and Students

An e-newsletter by the Iowa Department of Education's Bureau of Student and Family Support Services

It's (so much) more than an IEP

Most families in the 1800s would not have had any expectations for a child who was blind and deaf. Helen Keller's family did.

What Helen Keller accomplished in the late 19th and early 20th centuries with the support of Anne Sullivan changed people's perspective about what could be expected from someone with a disability.

Thankfully, we have different beliefs in the 21st century about quality of life for people with disabilities. But if we're honest, many of

us still unintentionally have preconceived notions as to what is attainable by a child with a disability.

When IEP teams are planning programs and writing goals, it's easy to get hung up on "acceptable performance" or "acceptable progress."

What do those concepts represent, anyway? Not enough. We know, based on the results we have seen nationally and in Iowa. Why not take the route of the Keller family, and aim for the stars?

In no way is this easy. We know that.

The Iowa Department of Education is



working with local schools, Area Education Agencies, and other agencies to fine-tune supports that will help students achieve at higher levels and enhance conversations between parents and teachers.

In the meantime, get rid of preconceived notions of failure and low achievement, and instead talk about "why can't that be done?"

The Keller family did.

On track? Try this:

- Print out the one-page sheet from the Iowa Core showing what the learning expectations are for the particular grade the child is in. The general education expectations should be the same as those in special education.

- Ensure your team creates an IEP that reflects the Iowa Core's expectations.
- Use evidence-based practices to monitor progress; monitor it regularly to ensure your child is closing the gap. When progress is not sufficient, have conversations about how to give the student more evidence-based opportunities to be engaged in learning.



It takes a team to work

team-work

[Team-work] noun
Cooperative or coordinated effort on the part of a group of persons acting together as a team or in the interests of a common cause.

Do you sometimes feel like you're going at it alone? We all do.

But when it comes to ensuring what's best for our children and our students, a go-it-alone attitude will hurt the child's chances of success.

Building a team to ensure an effective IEP requires that



everyone take part. The goal is not consensus. The goal is to write an effective IEP.

An IEP will consider the student's strengths, areas of weakness,

needs, and current level of performance. Realistic, observable and measurable goals will then be established to support student achievement and growth.

IEPs should be working documents and reviewed regularly. With everyone on the IEP team actively participating, you will maximize the child's potential.

MYTH: Special education means a parallel curriculum.
REALITY: Special education is adapting content, methodology or delivery so children with disabilities can access the general curriculum.

Early Childhood Preschool Programs

Preschool verification visits begin

Iowa Quality Preschool Program Standards (IQPPS) verification visits for 2011-12 have been scheduled with a portion of districts awarded in 2010-11. Six early childhood consultants from the Iowa Department of Education, together with early childhood specialists from the Area Education Agencies, conduct the IQPPS verification visits. Starting this month and continuing through May, 53 districts and their community partners will receive a verification visit to ensure compliance with the requirements of Chapter 16 in providing quality preschool programming.

The verification visits include all district and community partner IQPPS Statewide Voluntary Preschools, including sessions of Early Childhood Special Education (ECSE) serving 3-, 4- or 5-year-old children with an IEP, and general education early childhood (such as community-based providers, child care, district tuition programs, etc.). If the district is scheduled to have a Comprehensive School Improvement Visit during the 2011-2012 school year, the IQPPS verification visit will occur simultaneously.

Quality preschool tip of the month

There are requirements for teacher associates in preschool programs. In order to meet the requirements, refer to Standard 6: Teaching, Criterion 4 of the Iowa Quality Preschool Program Standards. Both bullets must be met in order to meet this criterion:

Assistant teachers – teacher aides (staff who implement program activities under direct supervision) have a high school diploma or GED and:

- 50 percent of assistant teachers-teacher aides have at least a Child Development Associate Credential (CDA) or equivalent;
- 100 percent of assistant teachers-teacher aides who do not have at least a CDA are enrolled in a program leading to a CDA or equivalent, are actively participating in the program and are demonstrating progress toward the CDA or equivalent.



Additional information may be found at the DE website under Application Documents and Guidance. See document and link: *Qualifications for Preschool Teacher Assistants* http://educateiowa.gov/index.php?option=com_content&task=view&id=940&Itemid=1279.

For additional information regarding the Statewide Voluntary Preschool Program or the Iowa Quality Preschool Program Standards, contact Judy Russell at judy.russell@iowa.gov or 515-281-4705; and Penny Milburn at penny.milburn@iowa.gov or 515-281-7844.

Student Health and Nutrition

Free and Reduced-Price Meal Eligibility

Verification: Verification confirms eligibility for free and reduced-price meals under the National School Lunch Program and School Breakfast Program. Local education agencies (LEAs) must verify eligibility of children from a sample of household applications on file on September 30. The U.S. Department of Agriculture (USDA) requires that a sample of an exact size be selected. For more details on the verification process, including sample size selection, refer to a presentation on the Bureau of Nutrition, Health and Transportation website at http://educateiowa.gov/index.php?option=com_content&view=article&id=1836:iowa-eligibility-application-direct-certification-hawk-i-and-verification-overview-training&catid=440:nutrition-program-learning-tools&Itemid=446. Contact your area consultant for assistance or Diana Weber at diana.weber@iowa.gov.



Unduplicated Count: Unduplicated counts are based on the last operating day in October. The count is reported on the October claim for reimbursement. The directions for taking this count are on the Child Nutrition Program (CNP) 2000 Form Download section. This count is different from the certified enrollment count report due mid-October. Contact your area consultant for assistance or Diana Weber at diana.weber@iowa.gov.

hawk-i: Public Local Education Agencies (LEAs) *are required* to release to the Department of Human Services Healthy and Well Kids in Iowa (*hawk-i*/Medicaid Program) household information for students eligible for free or reduced-price meal benefits and who have expressed interest in learning about *hawk-i*. Authorized Representatives and Food Service Directors were notified of this by e-mail on Sept. 15. Non-public LEAs are *encouraged but not required* to release household information. Reporting the names of parents/guardians who have requested an application is done online at <http://www.hawk-i.org/>. Instructions are in the Form Download section of the CNP 2000 system. Public LEAs with no names to report must file a report with no names. For assistance, contact the *hawk-i* database manager at HawkiSchools@maximus.com or call *hawk-i* at 1-800-257-8563. Household information must be shared with the *hawk-i*/Medicaid Program by Nov. 15.

USDA grants to improve health and future of children

Iowa has received two nutrition grants that focus on alleviating childhood obesity and promote physical activity.



The grants will provide nutrition education materials, resources for children and parents, and technical assistance and training for school food service providers and communities participating in the National School Lunch and Child and Adult Care Food Programs. The funding supports elementary and secondary schools applying for the HealthierUS School Challenge, a key component of the First Lady's *Let's Move!* initiative to end childhood obesity within a generation.

Iowa is one of 31 states that have been awarded with a Team Nutrition 2011 grant. Iowa will provide training and technical assistance to school food service staff in making school meals healthier, with more fruits and vegetables, whole grains and low-fat milk products on the menu, during the two-year grant period.

Schools receive Healthier US School Challenge award

Knoxville Middle School and St. Augustin have received the Gold with distinction award in the Healthier US School Challenge. These are Iowa's first Gold with Distinction awardees. Congratulations to them for their hard work and dedication.

Student Health and Nutrition continued...

Dental screening data shows growing compliance

Compliance with Iowa's school dental screening reporting continues to grow. According to the Iowa Department of Education, of the 81,575 students enrolled in kindergarten and ninth grade, useable audit data was submitted for 54,709 students, for a student compliance rate of 67.1 percent. This is an increase from the 2009-2010 rate of 60 percent.

The results come from the 2010-11 school year and represent the third year of implementation of Iowa's school dental screening requirement. The law requires that all children newly enrolling in kindergarten or ninth grade in an Iowa public or accredited non-public elementary or high school provide proof of a dental screening.



Of the 1,312 Iowa schools with kindergarten or ninth-grade students, useable audit data was submitted for 1,160 schools, for a *school compliance rate of 88.4 percent*. The audit shows:



Valid Certificates

- 73.2% of students submitted a valid certificate
- 73.1% submitted a Certificate of Dental Screening
- 0.1% submitted a Certificate of Dental Screening Exemption

Treatment Needs

- 15.5% of students had treatment needs
- 13.5% required dental care
- 2.0% required urgent dental care

Provider Types

- 69.0% of students were screened by a dentist
- 24.8% of students were screened by a dental hygienist
- 5.1% of students were screened by a nurse
- 1.1% of students were screened by a physician or physician assistant

The report can be found at: http://www.idph.state.ia.us/hpcdp/oral_health_school_screening.asp.



Legal Lessons

The contact for all Legal Lessons items is Carol Greta (carol.greta@iowa.gov or 515-281-8661).

Transportation, enrollment and rules

Rule about Transportation Obligation for Concurrent Enrollment Courses

As reported last month, the Legislature struck the law that required students enrolled in concurrent enrollment courses to provide their own transportation to and from the course. Consistent with its long-standing guidance in this regard, the Iowa Department of Education initiated a rule requiring districts to make transportation to and from concurrent enrollment courses available to students. (Students may still choose to provide their own transportation to and from concurrent enrollment courses.) Questions continue to emerge about legislative intent regarding this issue. Thus, the proposed rule is going to be terminated while the DE seeks further clarification from members of the Legislature. For now, districts may return to their current practice regarding transportation of students to concurrent enrollment courses. Districts are reminded, however, that concurrent enrollment courses are offerings of the district, and thus, if transportation is a barrier to an eligible student, the district needs to work with the community college and student to remove this barrier. PSEO transportation remains the responsibility of the student.

DE Administrative Rules

During its September meeting, the State Board of Education voted to give public notice of its intent to amend the following chapters of administrative rules. It is anticipated that these proposed rule changes will be adopted by the board at its meeting in Des Moines on Nov. 16. A summary of the proposed rule amendments is below. The rules calendar on the DE's website includes links to the full wording of all specific changes. The rules calendar is at http://educateiowa.gov/index.php?option=com_content&task=view&id=75&Itemid=4213.

22, Senior Year Plus Program

The proposed amendments conform to 2011 Iowa Acts, House File 645, sections 14 and 15. HF 645 is available electronically at <http://coolice.legis.state.ia.us/Cool-ICE/default.asp?category=billinfo&service=billbook&GA=84&hbill=HF645>. This is a lengthy bill. The items regarding Senior Year Plus start on page 18 of the bill.

Item 1 expands the criteria by which a student under competent private instruction may be deemed "proficient" under Iowa Code section 261E.3, subsection 1, paragraph e. The additional means were detailed in the September SLU.

Items 2 and 3 amend the definition of and details regarding regional academies. A regional academy may now include grades 7 and 8, as well as 9 – 12. The regional academy must still be established and hosted by a school district, but the list of possible partners is expanded to include other school districts, community colleges, other post-secondary institutions, and private businesses.

98, Financial Management of Categorical Funds

The proposed amendments also conform to House File 645 (see link above to see the wording in the bill).

Item 1 implements sections 23 – 25 of HF 645, which addressed appropriate and inappropriate uses of funding for a home school assistance program.

The proposed amendment in Item 2 reflects the amendment to the allowable uses of the Physical Plant and Equipment Levy in section 20. The definition of "maintenance" in Item 3 has its origin in statutory and case law, as well as the Uniform Financial Accounting Procedures, and is proposed to be added as a courtesy to school districts.

... Continued on next page

Legal Lessons continued

102, Investigating Incidents of Abuse of Students by School Employees

The proposed amendment conforms to 2011 Iowa Acts, House File 645, section 95, requiring certain duties of the board of directors of a school district and the authorities in charge of a nonpublic school when an employee is under investigation for an allegation of abuse under these rules and when a finding is made that an employee's conduct constitutes a crime.

Enrollment Obligations – Students Returning Home after Residential Treatment

This is a reminder to all Iowa public school districts that when a resident student returns to the district following a temporary absence for in-patient treatment of substance abuse and/or mental health issues, the resident district must re-enroll the student if all of the following are true:

The student is under 21 years of age and will not attain age 21 until after count date. "School age" is defined in Iowa Code § 282.1 as between ages 5 and 21.

The student has not fulfilled graduation requirements.

The student is not under a current order of expulsion.

The student is a bona fide resident of the district. "Resident" is defined in § 282.1 as being physically present in a district for the purpose of making a home and not solely for school purposes.

Once a student returns home following a stay at a residential treatment facility, the resident district can make the student's transition easier by quickly enrolling the student.

Federal Court Rules that Iowa District did not violate Parent's Rights

On Sept. 14, the 8th Circuit Federal Court of Appeals ruled that an Iowa school district did not violate any rights of a non-custodial mother when it refused to allow the mother to have access to her children at school. The mother had joint legal custody, but was not the primary physical custodian of the children. She lived out of state. The divorce decree stated that she was granted visitation with the children during certain holidays and school breaks. Additional visitation was provided only "as mutually agreed to by and between the parties so as not to interfere with the health, education and welfare of the parties' minor children."

On several occasions, the mother tried to visit her children at their schools during the school day. Because the father, the primary physical custodian, had not agreed to any of these visits, the school denied the mother's access to the children at their schools. The Court ruled that school officials acted reasonably. Whatever liberty interest the mother had in access to her children at school was "substantially reduced by the relevant divorce decree, which restricted her visitation ... to a specific schedule and allowed her to exercise visitation outside that schedule only with her ex-husband's assent."

As to the mother's claim that the schools failed to provide her with information about her children, the court found that the mother should have been given the information she sought, but the Court concluded that a secretary's "one-time refusal to tell [her] why one of the children had been absent from school, a coach's referral of [her] to her ex-husband for information about the children's swimming activities, and the schools' refusal to send [her] all of the school projects she requested did not amount to a deprivation of a fundamental liberty interest."

Access to a child and access to information about the child are two different concepts. Even a parent whose visitation is highly restricted, such as the parent above, gets access to information about the parent's child – absent court order to the contrary. These situations frequently occur. When they do, consult your school attorney.

Calendar

Innovative calendar waivers

New and continued Innovative Calendar Waivers for the 2012-13 school year are due Nov. 1.

For more information, contact Del Hoover at 515-281-8402 or del.hoover@iowa.gov.

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|------------|--|
| October 1 | • Board resolutions to study reorganization due |
| October 1 | • Empowerment (ECI) Payment Schedule |
| October 1 | • Whole Grade Sharing Count Date—First Semester Tuition |
| October 3 | • EASIER / Certified Enrollment Collection Site opens |
| October 15 | • AEA Supplementary Weighting & Teacher FTE Due |
| October 15 | • Nonpublic Certified Enrollment Count Due |
| October 15 | • Nonpublic Textbook Services Request |
| October 15 | • Certified Enrollment & Supplemental Weighting deadline |
| November 1 | • School Board Officers Report |
| November 1 | • Special Education Student Weighting calculated |
| November 1 | • Whole Grade Share—deadline for public notice of board intent |
| November 1 | • SINA / DINA plans due |
| November 1 | • CSIP Addendums due for DINA 1 and 2 |

It is the policy of the Iowa Department of Education not to discriminate on the basis of race, creed, color, sex, sexual orientation, gender identity, national origin, gender, disability, religion, age, political party affiliation, or actual or potential parental, family or marital status in its programs, activities, or employment practices as required by the Iowa Code sections 216.9 and 256.10(2), Titles VI and VII of the Civil Rights Act of 1964 (42 U.S.C. § 2000d and 2000e), the Equal Pay Act of 1973 (29 U.S.C. § 206, et seq.), Title IX (Educational Amendments, 20 U.S.C. §§ 1681 – 1688), Section 504 (Rehabilitation Act of 1973, 29 U.S.C. § 794), and the Americans with Disabilities Act (42 U.S.C. § 12101, et seq.). If you have questions or grievances related to compliance with this policy by the Iowa Department of Education, please contact the legal counsel for the Iowa Department of Education, Grimes State Office Building, Des Moines, IA 50319-0146, telephone number 515/281-5295; or the Director of the Office for Civil Rights, U.S. Department of Education, Citigroup Center, 500 W. Madison Street, Suite 1475, Chicago, IL 60661, telephone number 312-730-1560, fax 312/730-1576, e-mail: OCR.Chicago@ed.gov



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